



CITY OF MILPITAS

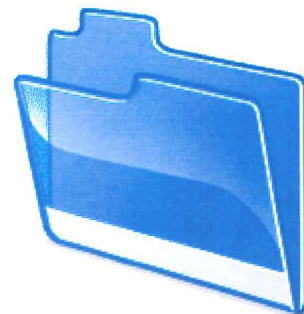
455 EAST CALAVERAS BOULEVARD, MILPITAS, CALIFORNIA 95035-5479
GENERAL INFORMATION: 408-586-3000, www.ci.milpitas.ca.gov

01/19/2016

Agenda Item No. 2



ATTACHMENT RELATED TO AGENDA ITEM AFTER AGENDA PACKET DISTRIBUTION



JAN 19 2016 4:50pm

RECEIVED

Tom Williams

From: noreply@ci.milpitas.ca.gov
Sent: Tuesday, January 19, 2016 3:38 PM
To: Jose Esteves; Carmen Montano; Debbie Giordano; Garry Barbadillo; Marsha Grilli
Subject: Agenda Items

Contact your Elected Officials

Message:

Mayor Esteves and City Council, I wanted to take a moment to refresh your memory on the stance of the five employee bargaining groups as it relates to your discussion tonight specific to an increase for contract janitorial hourly wages (Agenda item 2). For your convenience, I have attached the language that appeared on the letter we sent to you on September 15, 2015. Dear Mayor and Council, RE: Agenda 9/15/15, Item 3 We presidents of your five employee groups find it commendable that the Council is concerned about workers's salaries. It is however disheartening that this Council would consider raising the pay of contract workers before addressing the losses your employees have suffered and have not been made whole. We are also wondering why this major expense (Estimated at a cost up to \$159,000 per year) was not addressed during the budget discussions but rather right after, creating a major mid-year budget expense. Let us explain our unhappiness: Some employee groups are still behind 4% after giving concessions and not getting them back. Some employee groups have not had raises in over 10 years. We question the morality and ethics of giving raises to employees that are not yours before addressing raises for your actual employees. We do agree with the staff recommendation that any decision on this issue should wait for the results of the regional minimum wage study, and once complete, should go through a total RFP process not only for this one contractor as well as all contractors. In the mean time, we encourage this council to address your direct employees and the fact some have not had their salaries restored or have not had raises for years. Thank you

Name: Eric Emmanuele
Email: MPOAPresident@comcast.net
Phone: 408-309-1056
IP: 10.60.5.127